

## **Community Relations Commission Office**

### **Department Description**

In 1990, the Community Relations Commission (CRC) was established to help bring civic leaders, business leaders, citizens and elected officials together on issues of ethnic, racial and cultural diversity. Mayor Michael B. Coleman and CRC Executive Director James L. Stowe are committed to opening doors and neighborhoods of Columbus to all of our residents. Through the work of the CRC, our vision of “Building a Community For All” can become a reality.

### **Department Mission**

The mission of the CRC is to provide leadership to the people of Columbus through: educating citizens about diversity, identifying and resolving community tensions and eliminating racism/discrimination.

## **Strategic Priorities for 2006**

### **From the Columbus Covenant:**

#### **Neighborhoods**

- The commission will work with area commissions on conflict resolution within the various communities, provide technical training and offer additional support as requested. In addition, the commission will continue its work with community residents, institutions and area businesses to develop good neighbor agreements, as conflicting issues based on growth and changes occur.
- Implementation of the Mayor’s “new Americans initiative” will provide coordination of resources with the city, county, state and community in a culturally sensitive manner. Fully implemented this initiative will address the needs of our growing immigrant and refugee populations and maximize the impact of existing City of Columbus and Franklin County services. Working together as one Columbus, we can help empower new arrivals toward self-sufficiency and transition our city into a world community.
- Work with area commissions, civic and neighborhood groups to develop community relations outreach and inclusion guidelines to ensure community awareness of neighborhood development and redevelopment activities.

#### **Economic Development and Technology**

- Respond to requests for training and technical assistance on diversity, cultural awareness, civil rights compliance, changing demographics, non-discrimination practices and cultural sensitivity.

## **Safety**

- The Columbus Youth Commission will enhance its efforts to establish more positive relationships with the Columbus Division of Police and other law enforcement agencies. The commission will continue to distribute brochures targeted toward youth, providing guidelines for interaction with law enforcement in the event of a traffic stop. In addition, the commission will translate the guidelines into the Spanish and Somali languages.

## **Education**

- Present a series of public forums that will feature a dialogue on key issues facing our community. These forums will educate and allow critical community input and interactive participation. These programs will be televised and community reaction will be monitored.

## **Peak Performance**

- Continue ongoing development, through the Department of Technology, of a new complaint status program that will track the CRC staff's performance on complaints and offer a real time status on each charge and complaint initiated through the complaint system.

## **Additional Departmental Priorities:**

The Community Relations Commission is working with the Mayor, City Attorney, community stakeholders and the community at large to revise and update the civil rights ordinance for the City of Columbus. The successful completion of this task would create additional protected classes consistent with federal and state law and would open potential revenue streams for the commission's enforcement activities.

The Community Relations Commission will continue to provide cultural sensitivity training to all city departments.

Violence in schools and communities is an ongoing issue in the greater Columbus community. The Columbus Youth Commission will prioritize work on this issue with youth and young adults in 2006 via three main activities: follow up on the "Enough! Student Leadership for Safe Schools and Communities" action plans, the February youth/young adult summit and youth town meetings. The Youth Commission will submit reports to the Mayor and City Council on progress on this issue. The Youth Commission will also continue to support the efforts of the Office of Education in developing summer youth employment and positive summer activity programming options.

## **2006 Budget Issues**

- Nine full-time positions are funded in 2006, including one position for the Youth Commission.
- Funding for the new Americans initiative continues in 2006, to assist with the assimilation of new Americans arriving in Columbus from other countries. A community relations coordinator position will coordinate this effort, which will provide translation services, training programs, and health and food safety program assistance for this population.

## Budget and Performance Measure Summary

COMMUNITY RELATIONS COMMISSION FINANCIAL SUMMARY					
<b>DIVISION SUMMARY</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Original Appropriation</b>	<b>2005 Estimated Expenditures</b>	<b>2006 Proposed</b>
Community Relations	\$ 584,582	\$ 562,275	\$ 780,255	\$ 892,703	\$ 984,167
<b>TOTAL</b>	<b>\$ 584,582</b>	<b>\$ 562,275</b>	<b>\$ 780,255</b>	<b>\$ 892,703</b>	<b>\$ 984,167</b>

COMMUNITY RELATIONS COMMISSION SUMMARY BY CHARACTER					
<b>COMMUNITY RELATIONS EXPENDITURES SUMMARY</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Original Appropriation</b>	<b>2005 Estimated Expenditures</b>	<b>2006 Proposed</b>
Personnel	\$ 537,642	\$ 501,531	\$ 659,422	\$ 602,027	\$ 764,745
Materials & Supplies	6,322	4,912	10,000	10,000	10,500
Services	40,618	55,832	110,833	280,676	208,922
Capital	-	-	-	-	-
<b>TOTAL</b>	<b>\$ 584,582</b>	<b>\$ 562,275</b>	<b>\$ 780,255</b>	<b>\$ 892,703</b>	<b>\$ 984,167</b>

COMMUNITY RELATIONS COMMISSION SUMMARY BY FUND					
<b>FUND SUMMARY</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Original Appropriation</b>	<b>2005 Estimated Expenditures</b>	<b>2006 Proposed</b>
General	\$ 584,582	\$ 562,275	\$ 780,255	\$ 892,703	\$ 984,167
<b>TOTAL</b>	<b>\$ 584,582</b>	<b>\$ 562,275</b>	<b>\$ 780,255</b>	<b>\$ 892,703</b>	<b>\$ 984,167</b>

COMMUNITY RELATIONS COMMISSION PERSONNEL SUMMARY					
<b>DIVISION</b>	<b>FT/PT</b>	<b>2003 Actual</b>	<b>2004 Actual</b>	<b>2005 Budgeted</b>	<b>2006 Budgeted</b>
Community Relations	FT	7	6	8	9
	PT	0	0	0	0
<b>TOTAL</b>		<b>7</b>	<b>6</b>	<b>8</b>	<b>9</b>
*FT=Full-Time PT=Part-Time					

Community Relations Commission					
<b>Program:</b>	<b>Community Relations Office</b>			<b>2005 Appropriated</b>	<b>2006 Budget</b>
<b>Program Mission:</b>	To provide leadership to the people of Columbus by educating citizens about cultural diversity, identifying and resolving community tensions, and eliminating racism/discrimination through training and awareness programs.	Expenditures		\$ 587,851	\$ 611,684
		Full-Time		6	6
		Part-Time		0	0
<b>Program Measure:</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>Mid-Year 2005</b>	<b>Target</b>
Number of services provided to the immigrant community	n/a	n/a	85	85	n/a
Number of contacts made in the immigrant community	n/a	n/a	240	240	n/a
Percentage of dispute calls resolved	98%	100%	100%	100%	100%
Percentage of dispute calls resolved by the CRC in 5 - 7 days	n/a	n/a	100%	99%	100%

Community Relations Commission - Community Relations Office continued					
Program Measure:	2002	2003	2004	Mid-Year 2005	Target
Number of CRC contacts made in the community	n/a	n/a	n/a	110	5
Number of discrimination complaint calls received	n/a	n/a	n/a	n/a	n/a
Number of discrimination complaints filed with CRC	31	25	21	22	n/a
Average amount of time for discrimination complaint investigation	n/a	n/a	10 months	6 months	n/a
Percentage of discrimination complaints that are resolved through mediation	n/a	n/a	10%	23%	n/a

Community Relations Commission - Community Relations Office continued					
Program Measure:	2002	2003	2004	Mid-Year 2005	Target
Percentage of discrimination complaints that result in admin. hearing	3%	28%	7%	0%	n/a
Percentage of solicitations made that lead to actual diversity trainings by CRC	n/a	n/a	92%	94%	n/a
Number of diversity trainings	n/a	n/a	42	11	n/a
Number of participants in diversity trainings	1,196	1,080	1,340	220	n/a



Community Relations Commission					
<b>Program:</b>	<b>Youth Commission</b>			<b>2005</b>	<b>2006</b>
				<b>Appropriated</b>	<b>Budget</b>
<b>Program Mission:</b>	To provide youth input into decision making and policy for city government and youth events.			Expenditures \$ 68,798	\$ 79,941
				Full-Time 1	1
				Part-Time 0	0
				<b>Mid-Year</b>	
<b>Program Measure:</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>Target</b>
Number of youth participating in Youth Commission sponsored events	450+	1,084	1,202	542	n/a
Number of Youth Commission calendar contacts made	n/a	n/a	4,800	4,000	9,600
Number of community contacts made	n/a	n/a	130	102	150
Number of consultations with Columbus City Council	n/a	n/a	15	38	70

Community Relations Commission					
<b>Program:</b>	<b>Special Events</b>			<b>2005 Appropriated</b>	<b>2006 Budget</b>
<b>Program Mission:</b>	To promote cultural diversity, awareness and education through CRC sponsored public events.	Expenditures		\$ 49,426	\$ 50,591
		Full-Time		0	0
		Part-Time		0	0
<b>Program Measure:</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>Mid-Year 2005</b>	<b>Target</b>
Number of participants in the MLK Celebration (including the march)	n/a	n/a	1,500	2,000	n/a
Percentage of MLK Celebration participants reporting increased knowledge	n/a	97%	97%	96%	90%
Number of attendees at the Culture Festival	1,800	2,200	3,000	3,000	n/a
Number of cultures participating in Culture Festival	42	56	56	70	n/a

Community Relations Commission				
<b>Program:</b>	<b>New Americans Initiative</b>		<b>2005</b>	<b>2006</b>
			<b>Appropriated</b>	<b>Budget</b>
<b>Program Mission:</b>	To provide coordination and resources with the city, county, state and community in a culturally sensitive manner and address the needs of our growing immigrant and refugee population and maximize the impact of existing City of Columbus and Franklin County services.	Expenditures	\$ 74,150	\$ 241,951
		Full-Time	1	2
		Part-Time	0	0

